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FD / FF

Hartsdale Fire District And  
Greenburgh Unif Firefighters Assn

**AGREEMENT**

**BY AND BETWEEN**

**THE BOARD OF FIRE COMMISSIONERS  
HARTSDALE FIRE DISTRICT**

**AND**

**GREENBURGH UNIFORMED FIREFIGHTERS ASSOCIATION, INC.**

**JANUARY 1, 2001 TO DECEMBER 31, 2003**

**NYC PUBLIC EMPLOYMENT RELATIONS BOARD  
RECEIVED**

**JUL 22 2002**

**CONCILIATION**

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AGREEMENT, entered into this 1<sup>st</sup> day of January, 2001 by the **BOARD OF FIRE COMMISSIONERS, HARTSDALE FIRE DISTRICT**, herein referred to as the "**Board**" and the **GREENBURGH UNIFORMED FIREFIGHTERS ASSOCIATION, INC.**, hereinafter referred to as the "**Firefighters Association**" for the period January 1, 2001 to December 31, 2003.

## **WITNESSETH**

**WHEREAS**, it is the desire of the parties to this Agreement to establish, promote and foster a relationship that will be enduring and of mutual advantage to both the Board and the Firefighters Association.

**NOW, THEREFORE, THE PARTIES HERETO AGREE AS FOLLOWS:**

### **ARTICLE I**

#### **RECOGNITION**

**SECTION 1.** The Board has recognized by agreement dated April 11, 1988 and does hereby recognize the Firefighters Association as the exclusive bargaining agent for the employees in the bargaining unit.

**SECTION 2.** "Bargaining Unit" as used herein means all paid Firefighters of the Department, excluding the Chief of the Department, Deputy Chiefs, Captains, the Secretary and the Treasurer of the Hartsdale Fire District.

### **ARTICLE II**

#### **DUES CHECKOFF**

**SECTION 1.** The Board agrees upon presentation to it of a dues deduction authorization signed by an employee within the bargaining unit, to make a deduction from the wages of such employees of an amount equal to the dues of the Firefighters Association and to pay over said amount to the Firefighters Association monthly. A dues deduction authorization may be revoked at any time by written notice from the employee to the Board, with a copy to the Firefighters Association.

### **ARTICLE III**

#### **MANAGEMENT OF THE FIRE DISTRICT**

**SECTION 1.** The management of the Fire District in all its phases and details shall remain vested in the Board as provided by the town Law of the State of New York, Section 176 (11). The rights of the Board and the employees shall be respected and the provision of this Agreement for the orderly settlement of all questions regarding such rights shall be observed.

**SECTION 2.** The Board has the right to adopt, revise, and enforce reasonable rules and regulations governing the conduct of employees and will inform the Firefighters Association in writing of any proposed changes or additions to the rules and regulations.

### **ARTICLE IV**

#### **SALARIES AND PAY PRACTICES**

**SECTION 1. SALARY:** The Salary Schedule for 2001, 2002, and 2003 is set forth in Appendix A-1 and will be effective on January 1, 2001.

**SECTION 2. OVERTIME:** There are established two categories of overtime, i.e., straight time and time and one-half.

- a. The straight time hourly rate will be calculated by dividing the basic annual salary by 2080 hours.
- b. The time and one-half rate will be calculated by multiplying the straight time hourly rate by one and one-half (1 ½).

**SECTION 3. CALL IN:** If a Firefighter is recalled after leaving the Department Premises and reports for work other than during the regularly scheduled shift, such firefighter shall be paid for a minimum of four (4) hours.

**SECTION 4. OVERTIME PAYMENT:** All hours worked over the regularly scheduled shifts will be paid at a rate of time and one half excepting extra scheduled desk watches and contractual live fire training for the duration of this contract. (Hours will be rounded up to the next quarter hour).

**SECTION 5. LONGEVITY:** Each Firefighter who has completed ten (10) years of service in the District will be entitled to receive additional pay equal to one (1%) percent of his base pay. This pay will start on the first pay period after completing ten (10) years of service and will be included in the regular biweekly pay of the Firefighter. Each Firefighter who has completed fifteen (15) years of service in the District will be

entitled to receive longevity pay equal to two (2%) percent of his base pay. This pay will start on the first pay period after completing fifteen (15) years of service and will be included in the regular biweekly pay of the Firefighter.

**SECTION 6. COMP TIME:** Overtime may be taken as "Comp Time", as per agreement with the Chief of the Department.

**SECTION 7. SPECIAL OVERTIME (KELLY TIME):** Firefighters may take one hundred and four (104) hours of Kelly Time as compensatory time, or in pay, as long as no overtime results.

**SECTION 8. EMS:** All Firefighters who are certified by New York State as Certified First Responders or higher will be compensated at one percent (1%) above their gross salaries excluding those monies received for special services, including Mechanic, Alarm Superintendent and Assistant Alarm Superintendent.

## **ARTICLE V**

### **VACATIONS**

**SECTION 1.** All Firefighters will receive a vacation with pay in each calendar year as follows:

- a. with less than one year of service shall be entitled to no vacation;
- b. with more than one year and less than four years shall be entitled to thirteen (13) working days vacation;
- c. with continuous service of four years and less than ten years shall be entitled to eighteen (18) working days vacation;
- d. with continuous service of ten years and less than fifteen years shall be entitled to nineteen (19) working days vacation;
- e. with continuous service of fifteen years or more shall be entitled to twenty-one (21) working days vacation.

**SECTION 2.** Vacations will be scheduled to insure maximum fire protection to the District. A schedule of vacations will be prepared by the Chief of the Department or his designee and approved by the Chief of the Department.

**SECTION 3.** Split vacations may be approved at the discretion of the Chief of the Department.

**SECTION 4.** The occurrence of a paid holiday during an employee's vacation period will entitle the employee to an additional day off with pay at a time consistent with operating requirements and as approved by the Chief of the Department.

**SECTION 5.** A Firefighter who resigns or who is otherwise separated from the Department will receive the regular vacation pay for which he is eligible up to the time of separation.

**SECTION 6.** A Firefighter being continued in service may not waive his vacation by electing to instead receive extra pay for that period.

**SECTION 7.** Days 13 and 19 of Section 1 Article V. paragraphs (b) and (d) shall remain unscheduled being taken instead as floating vacation days.

**SECTION 8.** A Firefighter may, once in his career, work and be compensated overtime for three (3) vacation tours.

**SECTION 9.** A Firefighter may elect to sell back two tours of vacation each year. One of these tours may be scheduled as floating vacation days, with the provision that if the days are not scheduled by December 15 for that calendar year, they will be paid (automatically sold back) in the final check for that year.

## **ARTICLE VI**

### **HOLIDAYS**

**SECTION 1.** Thirteen (13) days will be observed as paid holidays during each calendar year. The days recognized as paid holidays are:

New Year's Day	Labor Day
Observed Martin Luther King's Birthday	Rosh Hashanah
Lincoln's Birthday	Observed Columbus Day
Presidents' Day	Election Day
Good Friday	Thanksgiving Day
Easter	Christmas
July 4 <sup>th</sup>	

Additional pay for these holidays, whether worked or not, will be calculated on the basis of twelve (12) hours at his straight time hourly rate on the date of the holiday as calculated under Article IV-Section 2.

**SECTION 2.** The total amount for the thirteen (13) paid holidays will be payable in one lump sum the first Monday in December of each year for the current calendar year or in the prorated payments on the first Monday in July and December of each year if elected in writing by the Firefighters by March 31<sup>st</sup> of the current calendar year.

**SECTION 3.** A Firefighter is entitled to holiday pay only for those holidays occurring in that portion of the year he is a regular employee of the Department.

**SECTION 4.** Any Firefighter who is a U.S. military veteran and who has worked some portion of Veteran's Day and/or Memorial Day as part of his regularly scheduled tour of duty is entitled to one day off for each such day worked during the current calendar year.

## **ARTICLE VII**

### **RETIREMENT**

**SECTION 1.** All Firefighters are eligible to participate in the retirement plan sponsored by the State of New York as follows:

The special 20-Year Retirement Plan (Section 384(d)), and final average salary based upon earnings during the last 12 months of employment (Section 302(9)(d)) for firefighters who last became members of the employees retirement system before July 1, 1973.

**SECTION 2.** Effective March 31, 1999, all Firefighters are eligible to participate in the retirement plan sponsored by the State of New York as follows:

Twenty (20) year one-half (1/2) pay non-contributory plan as described in Section 384 of the New York State Retirement Law with added 1/60<sup>th</sup> option as described in subdivision E of Section 384 of the New York State Retirement Laws

Effective March 31, 2001, the District will adopt section 443 (f) of the New York State Police and Fire Retirement System, the one-year final average salary for tier 2 Firefighters.

**SECTION 3.** The Hartsdale Fire District shall provide to retired firefighters hospitalization and medical coverage under the State Health Insurance Plan known as the "Empire Plan". The District agrees to pay 100% of the cost of the retiree's coverage and 100% of the cost of dependent coverage if the retiree elects dependent coverage. If the firefighter predeceases his dependent(s) after retiring from the District, hospitalization and medical coverage shall continue for the surviving dependent(s) at the District's expense. Definitions of dependent(s) and /or survivor(s) shall be as set forth in the state health insurance program.

## **ARTICLE VIII**

### **HOSPITALIZATION, DENTAL AND LIFE INSURANCE**

**SECTION 1.** The individual Firefighter will be covered by the State Hospital Plan known as the "Empire Plan" and may choose either individual or family coverage, which shall be provided by the Hartsdale Fire District.



**SECTION 2.** The District will pay 100% of the cost of the medical coverage selected by each firefighter. Effective January 1, 1999, if the firefighter predeceases his dependent(s), hospitalization and medical coverage shall continue for the surviving dependent(s) at the District's expense. Definitions of dependent(s) and/or survivor(s) shall be as set forth in the state health insurance program.

**SECTION 3.** The Hartsdale Fire District will provide group dental insurance using a supplier agreeable to both the Board and the Union. The cost to the District shall not exceed one hundred and twenty-five dollars (\$125.00) in 2001, one hundred and thirty dollars (\$130.00) in 2002 and one hundred and forty dollars (\$140.00) in 2003 per Firefighter per month. The total amount payable by the District will be calculated on an aggregate basis by multiplying the total number of Firefighters times the number of months employed times the negotiated amount. Any cost in excess of this limit will be borne by the Firefighters and calculated on a pro rata basis annually.

**SECTION 4.** NYSPFFA Life Insurance will be made available to all Firefighters up to the maximum coverage offered. The District will pay the aggregate premium not to exceed five hundred dollars (\$500.00) per participating Firefighter. The Firefighters will pay the balance on an aggregate basis.

## **ARTICLE IX**

### **GRIEVANCE PROCEDURE**

**SECTION 1.** Any employee has the right to and may talk to his immediate superior officer about any question or problem that may arise, at a convenient time designated by his immediate superior officer.

The purpose of this grievance procedure is to provide an orderly way for the submission, review and settlement of grievances which may arise involving the interpretation of the Agreement.

**SECTION 2.** The grievance procedure shall consist of a first step, second step and an appeal step as follows:

Step 1: The first procedural step shall consist of the employee's presentation of the grievance to the Officer with whom he has the grievance. He may present the grievance along with another employee or a representative of the Firefighters Association from within the Department. The discussion and resolution of grievances at the first step shall be on an oral and informal basis. An oral decision or determination thereon shall be made by the Officer who is involved in the grievance within seventy-two hours from the time of submission. If such grievance is not

satisfactorily resolved at the first step, such employee may proceed to the second step.

Step 2:

The second procedural step shall consist of a request by the aggrieved employee for a review and determination of the grievance by the Chief of the Department. In such case, the aggrieved employee and the Officer involved in the grievance shall each submit to the Chief of the Department a written statement setting forth the specific nature of the grievance and the facts relating thereto. Thereupon, the Chief of the Department shall, at the request of the employee, hold an informal hearing at which the employee and/or his representative from within the Firefighters Association may appear and present oral and written statements or arguments. The final determination of the second step shall be made in writing by the Chief of the Department within fourteen (14) calendar days from the date of submission, and a copy thereof shall be promptly furnished to the aggrieved employee and the Board.

Appeal Step:

(a) Any employee may, within thirty (30) days, appeal to the Board or to a grievance committee appointed by the Board from the written determination by the Chief of the Department. Such employee shall be granted a hearing on such appeal and such employee shall have the right to be represented in such appeal by a representative from within the Firefighters Association.

(b) Any such hearing may be conducted by the Board or by two or more members of the Board designated by the Board to act on its behalf, provided, however, that if such a committee of the Board presides at such a hearing, the committee conducting such a hearing shall render a written report thereon to the Board and the Board shall thereupon make its written report.

(c) The written report shall contain a statement of the Board's findings of fact, conclusions and decisions. The Board will send a copy of its decision to the Employee involved, his representative, if any and the Chief of the Department within two (2) weeks after the meeting of the Board at which the written report was approved by the Board.

## **ARTICLE X**

### **ARBITRATION**

**SECTION 1.** Should any differences arise between the Board and the Firefighters Association and/or employees concerning the meaning, application or interpretation of this Agreement, which remains unresolved after presentation to, and processing through the grievance procedure, either the Board or the Firefighters Association may submit such differences to arbitration by serving notice on the other within thirty (30) working days following completion of the appeal step of the grievance procedure.

**SECTION 2.** The arbitration shall be conducted by an impartial arbitrator to be mutually agreed upon by the parties. In the event the parties are unable to agree upon an impartial arbitrator within ten (10) days after the referral to arbitration, the American Arbitration Association shall be requested to name an arbitrator under its rules and procedures.

**SECTION 3.** The fees and expenses of the arbitrator shall be borne equally by the parties. The Board and the Firefighters Association shall bear the expenses of their respective witnesses and any other expense they may incur.

**SECTION 4.** The decision of the arbitrator shall be final and binding, but the arbitrator shall have no jurisdiction, power or authority to amend, modify, supplement, vary or disregard any provision of this Agreement.

## **ARTICLE XI**

### **G.U.F.A. ACTIVITIES**

**SECTION 1.** The Officers of the Firefighters Association will be permitted to perform such functions as may be required in the normal execution of their duties during their normal work shift providing:

- a. Such activities do not interfere with normally scheduled duties.
- b. They have the approval of the Chief of the Department.

**SECTION 2.** Association Officers and duly elected delegates shall be permitted time off not to exceed an aggregate of thirteen (13) working days per year where feasible to attend conferences, meetings or conventions relating to Association affairs provided that sufficient notice of the time off requested shall be given to the District and the time off is approved by the Chief of the Department. Not more than one Association Officer or delegate shall be relieved from duty from any one working tour pursuant to this Section.

**SECTION 3.** If during the term of this Agreement, the President of the Firefighters Association is also an active member of the Hartsdale Fire District, he shall be permitted to take up to three (3) working days per year where feasible for his use in discharging his duties as Union President. This time shall be in addition to time made available under Section 2.

## **ARTICLE XII**

### **NO STRIKE**

The Firefighters Association and the Board recognize that strikes and other forms of work stoppage by firefighters are contrary to law and public policy. The Firefighters Association therefore agrees that there shall be no strike, work stoppage, slowdowns, or other concerted refusal to perform work by the employees covered by this Agreement, nor any instigation thereof.

## **ARTICLE XIII**

### **TERMS OF AGREEMENT**

**SECTION 1.** If any provisions of the Agreement violates any Federal or State Law as presently enacted or as amended or interpreted during the term thereof, such provisions shall be inoperative to the extent that it is at variance with such law; but all other provisions of the Agreement shall remain in full force and effect.

### **SECTION 2.**

- a. Matters Not Covered – with respect to matters involving working conditions not covered by this Agreement, the Board of Fire Commissioners agrees that it will make no changes without consulting with the Firefighters Association.
- b. The Firefighters Association shall be able to make a written request for modification only as to matters involving working conditions not covered by this Agreement, which shall specify the exact wording proposed. Within ten (10) days of receipt of such request for modification, the Fire District shall indicate its willingness or unwillingness to meet concerning the Firefighters Association proposal.
- c. If the Fire District agrees to meet, it shall specify in writing to the Firefighters Association the accepted scope of re-opening, including any proposals for modifications it may have. If within thirty (30) days of the initial meeting both parties are unable to agree to an acceptable modification, the agreement shall be closed and shall remain unaltered to the end of the contract period.

- d. Nothing contained in this Article including the failure to reach agreement hereunder shall operate to enable either party to resort to the arbitration/impasse procedures contained in the Civil Service Law for resolution of disputes.

**SECTION 3.** Except as provided differently herein, this Agreement shall become Effective on January 1, 2001 and shall remain in effect until and including December 31, 2003, and thereafter from year to year unless one party gives notice in writing to the other party as indicated in Section 4.

**SECTION 4.** Either party desiring to amend or extend this Agreement shall present in writing its recommended terms and conditions for amendment or extension not later than May 1, 2003.

**SECTION 5.** Upon request of either party, informal non-negotiating sessions will be held not to exceed two (2) sessions per calendar year for the duration of this Agreement.

**SECTION 6.** It is agreed by and between the parties that any provisions of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

## **ARTICLE XIV**

### **EDUCATION FUND**

The Hartsdale Fire District agrees to establish an education fund in the maximum amount of ten thousand dollars (\$10,000.00) annually to reimburse the expenses of tuition and books for Firefighters who have successfully completed approved courses. To be eligible to participate in this fund, the Firefighter must first exhaust all other sources of available tuition and book reimbursement. In the event that the amounts sought to be reimbursed exceed the fund, then all eligible Firefighters shall share in the fund on a pro-rata basis to be solely determined by the Chief whose judgment shall be final. In the event that the fund is not exhausted in a given calendar year, there will be no carry over to any succeeding year. The parties agree that the Firefighters completing courses which are accredited toward an A.A.S. or B.S. Degree in Fire Science shall be paid before any other approved courses.

## ARTICLE XV

### PROTECTIVE EQUIPMENT AND UNIFORMS

**SECTION 1.** The District will issue to each Firefighter all the turnout gear and equipment required for the proper performance of their duties as professional Firefighters. Turnout gear will include bunker pants, turnout coat, boots, helmet, gloves, hood, and choice of goggles or face shield. Any additions or deviations will be mutually agreed upon between the District and the Union. All turnout gear will meet or exceed NFPA guidelines or OSHA specifications. The type of turnout gear will be reevaluated periodically, at least every five (5) years by committee. Turnout gear will be replaced by the District as necessary. It will be the responsibility of the Firefighter to have all issued gear with him/her while on duty.

**SECTION 2.** All Firefighters will be credited one hundred and fifty dollars (\$150.00) annually to be used to purchase station uniforms and workout gear. The ordering form and dates for its submission shall be handled through the Chief or his designee. If in ordering, a Firefighter's final item goes over the \$150 limit, he may elect to pay the overage for this single item by accompanying his order with a check to the District for this amount. Station uniforms will include station jackets with patch, light blue collared shirt with patch (long or short sleeve), blue pants, tee shirts with District logo, job shirts with logo. Workout gear will include blue sweatshirt with district logo, blue sweatpants and blue shorts. Station uniforms and workout gear will be selected and agreed upon by a committee composed of Commissioners, the Chief and Firefighters and any additions or deviations from the above will be mutually agreed upon. New Firefighters will be issued 1 jacket, 2 collared shirts, 2 blue pants, 3 tee shirts, 1 job shirt, and workout gear to include the sweatshirt and either pants or shorts.

**SECTION 3.** All Firefighters will be issued one (1) Dress Blue Uniform (class A). Dress blue uniform will include overcoat, dress jacket, dress pants, hat, white gloves, tie, badge and nameplate. Any additions to, or deviations from the uniform will be mutually agreed upon by the District and the Firefighters Association. Dress uniforms will be required for the District's annual inspection, Memorial Day parade, funerals and other appropriate District Functions. The District will repair or replace uniforms damaged or lost in the performance of duty. Firefighters will be responsible for tailoring in the event of excessive weight gain or damage to clothing caused by negligence. The dress uniform, if worn outside of District activities, will not be used for financial or commercial gain and will always be worn correctly with proper respect for the uniformed service and the District it represents. Any damage incurred during such use will be the responsibility of the user unless said damage can be justified. New Firefighters shall be issued a dress uniform upon completion of probation.

**SECTION 4.** All Firefighters will receive a uniform maintenance allowance of four hundred and fifty dollars (450.00) payable annually on the first Monday in July.

**SECTION 5.** The District will provide a washing machine and drier for the cleaning of uniforms and workout gear. The District will also provide a separate industrial style washing machine for the cleaning of turnout gear. No turnout gear will be washed in the uniform machine or vice versa.

**SECTION 6.** The District will provide a personal locker for each Firefighter at each station as room provides.

## **ARTICLE XVI**

### **INDEMNIFICATION**

The Board agrees to save harmless and protect all Firefighters from financial loss arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to any person, accidental damage to the property of any person provided such Firefighter at the time of the accident or injury was acting in the discharge of his duties within the scope of his employment and the Board may elect to purchase appropriate insurance or may elect to act as self-insurers to maintain the aforesaid protection.

## **ARTICLE XVII**

### **BEREAVEMENT LEAVE**

**SECTION 1.** In the event of the death of an adult or child in the immediate household of a Firefighter, seven (7) consecutive calendar days of leave will be granted without loss of pay. When the spouse or living partner of a Firefighter dies and leaves children under the age of eighteen (18) years in the immediate household, then twelve (12) consecutive calendar days of leave will be granted without loss of pay.

**SECTION 2.** In the event of the death of a parent, grandparent, grandchild, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, son daughter or son or daughter-in-law not residing permanently in the Firefighter's household, seven (7) consecutive calendar days will be granted without loss of pay.

**SECTION 3.** In the event of the death of any other relative of a Firefighter, one (1) day of leave will be granted without loss of pay to attend the services for the deceased.

**SECTION 4.** Additional time off may be granted at the discretion of the Chief of the District.

## **ARTICLE XVIII**

### **ANNUAL PHYSICALS**

**SECTION 1.** The District will provide each Firefighter with an annual physical at its expense. Firefighters will receive copies of all results upon request to the District Physician.

**SECTION 2.** The annual physical will include Tuberculosis and Hepatitis C testing.

**SECTION 3.** The District will provide Hepatitis B, Lyme disease, pneumonia, and flu vaccines if requested by the Firefighter.

**SECTION 4.** Firefighters may receive the PSA and Lyme disease tests at a health care provider. Bills for this will be submitted to the current health plan and the District agrees to reimburse whatever portion of the bill is not covered.

## **ARTICLE XIX**

### **PERSONAL TIME**

The Hartsdale Fire District and the Greenburgh Uniformed Firefighters Association agree that a memorandum of agreement will be created for guidelines regarding the administration of personal time which will include a means for review by a board. The memorandum will, upon agreement, replace this wording as Personal Time.

## **ARTICLE XX**

### **MISCELLANEOUS**

**SECTION 1.** The Firefighters Association waives having as terms and conditions of this Agreement manning provisions on the Board's statement that under current law, manning is the Board's prerogative and responsibility.

**SECTION 2.** The Board recognizes its statutory duty to provide safe conditions for the operation of the Department.

**SECTION 3.** The District will provide the opportunity for payroll deductions for a deferred annuity plan.



**SECTION 4. MEAL REIMBURSEMENT:** The schedule of allowances is as follows:

Breakfast	\$3.00
Dinner	\$7.00

Firefighters held over for three (3) consecutive shifts will be entitled to ten (\$10.00) dollars for meals.

**SECTION 5. CODE ENFORCEMENT OFFICERS;** New members of the Department who are undergoing code-enforcement training shall receive straight time for all classroom hours or shall be relieved from their work assignment if the training is taking place during their work tour. No travel or study time shall be compensated by the District.

**SECTION 6.** The parties will include as part of this agreement a mutually agreed upon procedure for 207-A claim processing and appeals.

**SECTION 7.** The Board shall provide each Firefighter with two days of live fire training per year. The entire group shall train together on a day when they would not be normally scheduled to work. Overtime incurred in connection with such training shall be paid at straight time for years 2001, 2002 and 2003. Training days for year 2004 and beyond will be paid at time and one-half.

Responsibility for and discretion in implementing this training shall rest with the Chief and/or the Training Officer.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

**HARTSDALE FIRE DISTRICT  
BOARD OF FIRE COMMISSIONERS**

**GREENBURGH UNIFORMED  
FIREFIGHTERS ASSOCIATION, INC.**

BY: Robert J. Burlew

BY: William Mahone PRESIDENT 1586

BY: JMM

BY: C. J. P. VP 1586

BY: Frank J. Stenley

BY: Jim B. P. TRUSTEE

BY: Joe Perry

BY: W. R. R.

BY: Eugene M. Pepe

BY: \_\_\_\_\_

BY: \_\_\_\_\_

DATE: April 8, 2002

DATE: \_\_\_\_\_

## APPENDIX "A-1"

### SALARY SCHEDULE

	<u>2001</u>	<u>2002</u>	<u>2003</u>
<b>Maximum</b>	\$63,971	\$66,594	\$69,425
<b>4<sup>th</sup></b>	\$61,413	\$63,931	\$66,648
<b>3<sup>rd</sup></b>	\$58,854	\$61,267	\$63,871
<b>2<sup>nd</sup></b>	\$56,295	\$58,603	\$61,094
<b>1<sup>st</sup></b>	\$54,377	\$56,606	\$59,012
<b>Minimum</b>	\$42,153	\$43,881	\$45,746

Firefighters will progress from the minimum rate to the maximum rate in annual increments as indicated, given once a year on the quarterly date of January 1, April 1, July 1 or October 1 nearest to the anniversary date of their appointment.

### SECTION 2. SPECIAL SERVICES

The increment pay for men providing special services to the Fire Department will be as follows:

	<u>2001</u>	<u>2002</u>	<u>2003</u>
<b>Alarm Superintendent</b>	\$ 7,153	\$ 7,446	\$ 7,763
<b>Assistant Superintendent</b>	\$ 6,806	\$ 7,085	\$ 7,386
<b>Mechanic</b>	\$12,021	\$12,514	\$13,046

